COUNTY PROFILE

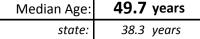
Lake Co.

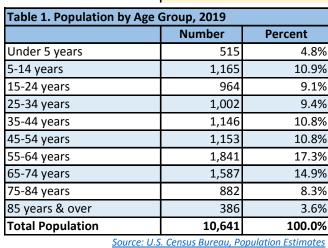
Lake Co. is a part of Economic Development Region 3, which is located in the Northeast Planning Region.

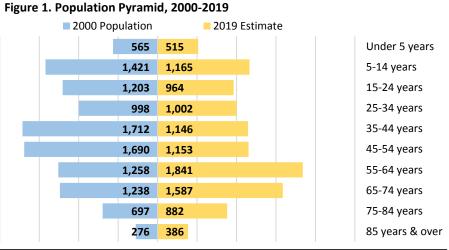
POPULATION CHARACTERISTICS

Lake Co.'s population has decreased so far this decade, ranking as the 59th fastest growing of the 87 counties in the state from 2010 to 2019. It is now the 66th largest in the state. Lake Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).









Lake Co. suffered a negative natural increase - more deaths than births from 2010 to 2019, but also experienced net in-migration - meaning more people moved in than moved out. In addition to domestic in-migration, Lake Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

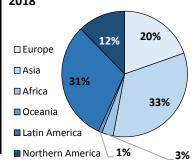
Table 2. Components of Population Change, 2010-2019								
	Total	April 1, 2010 to July 1, 2019						
	Population	Natural	Vital Events Net Migration			Vital Events		on
	Change	Increase	Births	Deaths	Total	International	Domestic	
Lake Co.	-221	-327	985	1,312	116	63	53	
State of Minnesota	335,705	250,488	637,356	386,868	88,161	114,414	-26,253	

Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Lake Co. has a smaller percentage of foreign-born residents. From 2010 to 2018, Lake Co. saw an increase in the number of foreign-born residents, though it was slower than the statewide increase.

Table 3. Place of Birth for the Foreign Born	Lake	e Co.	Change 2	010-2018	Minnesota		
Population, 2018	Number	Percent	Number	Percent	Percent	Change	
Foreign-born Population	204	1.9%	4	2.0%	8.4%	25.8%	
Europe	40	19.6%	-2	-4.8%	10.2%	4.8%	
Asia	68	33.3%	12	21.4%	37.7%	27.8%	
Africa	6	2.9%	0	0.0%	24.5%	61.1%	
Oceania	2	1.0%	2	#DIV/0!	0.5%	41.9%	
Americas:	88	43.1%	-8	-8.3%	27.1%	9.8%	
Latin America	63	30.9%	-7	-10.0%	24.6%	11.8%	
Northern America	25	12.3%	-1	-3.8%	2.6%	-6.0%	

Figure 2. Place of Birth for the Foreign Born Population, 2018



Lake Co.'s population was becoming more racially diverse over time. Since 2000, the county's white population declined, but the number of people of other races increased (see Table 4).

Figure 3. Population by Race, 2018

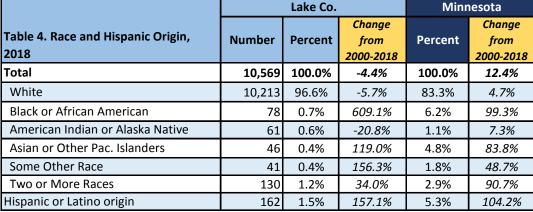


Black or African American

American Indian

Asian

Some Other Race Two or More Races



Source: U.S. Census Bureau, 2014-2018 American Community Survey

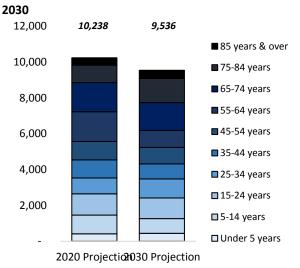
POPULATION PROJECTIONS

According to the Minnesota State Demographic Center, Lake Co.'s population is expected to decline from 2020 to 2030, with a rate of change that is slower than the projected statewide growth rate (5.0%). Despite the decline, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

96.6%

Table 5. Population Projections by Age Group, 2020-2030 2030 Numeric 2020 Percent Lake Co. **Projection Projection** Change Change Under 5 years 420 447 27 6.4% 1,044 5-14 years 819 -225 -21.6% 15-24 years 1,188 1,153 -35 -2.9% 25-34 years 882 1,063 181 20.5% 35-44 years 1,004 835 -169 -16.8% 920 45-54 years 1,028 -108 -10.5% 55-64 years 1.662 945 -717 -43.1% 65-74 years 1,626 1,555 -71 -4.4% 75-84 years 973 1,343 370 38.0% 85 years & over 411 456 45 10.9% **Total Population** 10,238 9,536 -702 -6.9%

Figure 4. Projections by Age Group, 2020-



Source: Minnesota State Demographic Center

EDUCATIONAL ATTAINMENT

Lake Co. has a higher percentage of adults (18 years & over) with at least a high school diploma than the state (92.4%), and a lower percentage of people with at least some college experience. Lake Co. also has a higher percentage of people with an Associate's degree and a lower percentage of people with a Bachelor's degree or higher.

15%

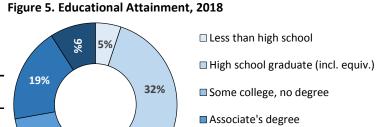
21%

Percentage of the adult population (18 years & over) with at least a high school diploma:

94.9%

College-educated: 63.4% state: 67.1%

Associate's Degree: 14.6% Bachelor's Dearee: 18.8% Advanced Degree: 9.0%



Source: U.S. Census Bureau, 2014-2018 American Community Survey

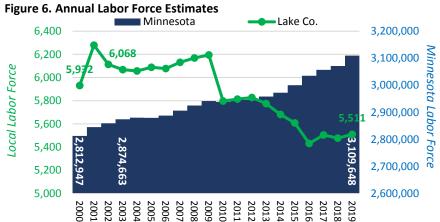
■ Bachelor's degree

■ Advanced degree

LABOR FORCE TRENDS

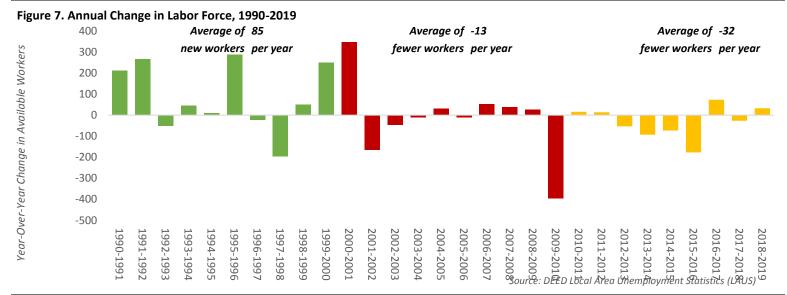
The number of workers in Lake Co. increased over the past year. Long term, Lake Co.'s labor force declined more slowly from 2004 to 2019, compared to a statewide growth rate of 8.0% (see Figure 6).





Source: DEED Local Area Unemployment Statistics

At 3.7%, Lake Co. had a higher unemployment rate than the state in 2019. Lake Co.'s unemployment rate increased compared to 3.1% in 2018, and was lower than the 9.1% rate posted in 2009. The number of unemployed workers actively seeking work in Lake Co. increased over the past year, and is down compared to 2009.

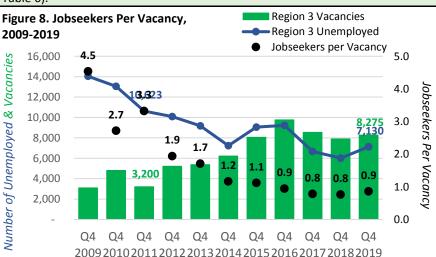


Labor force growth has slowed in recent years. After experiencing a net gain of workers from 1990 to 2000, Lake Co. averaged an annual loss of fewer workers from 2000 to 2010, and most recently a loss of fewer workers since 2010 (see Figure 7). Moving forward, Lake Co. is expected to see a labor force decline from 2020 to 2030 (see Table 6).

Table 6. Labor Force	Labor Force Projection			
Projections, 2020-2030	2020	2030		
16 to 24 years	788	785		
25 to 54 years	2,528	2,449		
55 to 64 years	1,011	575		
65 years & over	315	328		
Total Labor Force	4,642	4,137		

Source: Minnesota State Demographic Center

Lake Co. is a part of Region 3, which includes Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and St. Louis County. The labor market has grown extremely tight in recent years, dropping to a ratio of 0.9 jobseekers per vacancy during the 4th quarter of 2019 (see Figure 8).



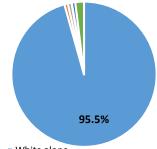
Source: DEED Job Vacancy Survey, LAUS program

LABOR FORCE CHARACTERISTICS

Lake Co. had a lower labor force participation rate than the state. The labor force in Lake Co. is less racially diverse than the state (where 85.5% of workers are white alone), but is becoming more diverse over time.

Table 7. Employment Characteristics,							
		Lake Co.		Minnesota		Lake Co.	
	In Labor Force (available workers)	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate	Male	Female
Total Labor Force	5,102	57.1%	4.4%	69.7%	3.9%	2,646	2,453
16 to 19 years	214	53.5%	18.2%	52.9%	11.7%	96	118
20 to 24 years	383	88.7%	0.5%	84.4%	6.4%	218	165
25 to 44 years	1,908	89.0%	1.5%	88.6%	3.5%	993	915
45 to 54 years	1,158	82.7%	3.5%	87.3%	2.8%	583	<i>575</i>
55 to 64 years	1,162	60.8%	8.3%	72.6%	3.0%	603	559
65 to 74 years	204	14.6%	9.3%	27.6%	2.4%	114	90
75 years & over	70	5.6%	0.0%	6.3%	2.6%	39	31
Employment Characteristics by Race &	& Hispanic Origin					Figure 9. La	abor Force by
White alone	4,874	56.7%	4.4%	69.5%	3.3%	Race, 2018	,
Black or African American	39	55.7%	0.0%	70.7%	9.9%	-	
American Indian & Alaska Native	42	71.2%	23.8%	58.5%	12.8%		
Asian or Other Pac. Islanders	3	6.5%	0.0%	71.3%	4.7%		
Some Other Race	40	100.0%	0.0%	77.2%	6.2%		
Two or More Races	98	79.7%	0.0%	73.1%	7.6%		
Hispanic or Latino	114	73.1%	0.0%	76.3%	6.5%		
Employment Characteristics by Disabi	lity						
With Any Disability	220	36.4%	13.2%	52.5%	9.0%		95.5%
Employment Characteristics by Educa	tional Attainment						
Population, 25 to 64 years	4,228	77.5%	3.9%	84.2%	3.2%	White a	
Less than H.S. Diploma	91	60.7%	10.2%	65.4%	4.5%	Black or African American	
H.S. Diploma or Equivalent	976	67.8%	0.0%	78.6%	2.6%		n Indian & Alaska Nat
Some College or Assoc. Degree	1,748	80.5%	1.6%	85.2%	3.2%		Other Pac. Islanders
Bachelor's Degree or Higher	1,414	83.4%	2.5%	89.8%	1.9%	■ Some O	ther Race

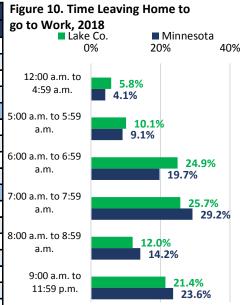
Source: 2014-2018 American Community Survey, 5-Year Estimates



- ive
- Two or More Races

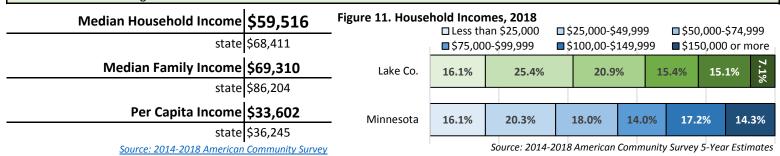
A larger percentage of workers in Lake Co. worked in the same county in which they live compared to the state. Lake Co. also had a shorter average commute time than the state.

	Lake (Co.	Minne	esota
Table 8. Commuting Characteristics, 2018	Number	Percent	Number	Percent
Worked in state of residence	4,689	99.1%	2,807,811	97.5%
Worked in county of residence	3,369	71.2%	1,831,557	63.6%
Worked out of county of residence	1,320	27.9%	979,134	34.0%
Worked outside state of residence	43	0.9%	71,995	2.5%
MEANS OF TRANSPORTATION TO WORK				
Car, truck, or van	4,155	87.8%	2,488,152	86.4%
Public transportation (excl. taxicab)	0	0.0%	103,673	3.6%
Other method (walk, bike, taxi, etc.)	241	5.1%	126,711	4.4%
Worked at home	336	7.1%	164,149	5.7%
TRAVEL TIME TO WORK				
Less than 10 minutes	1,547	32.7%	455,009	15.8%
10 to 19 minutes	1,315	27.8%	869,701	30.2%
20 to 29 minutes	402	8.5%	639,317	22.2%
30 to 44 minutes	767	16.2%	564,442	19.6%
45 to 59 minutes	369	7.8%	192,947	6.7%
60 or more minutes	331	7.0%	158,389	5.5%
Mean travel time to work (minutes)	21.1	minutes	23.5	minutes



INCOMES, COST OF LIVING, & HOUSING

Lake Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Lake Co. had the 29th highest median household income of the 87 counties in the state.



Lake Co. also had a lower cost of living than the state, with a required hourly wage of \$13.64 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$15.63 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2019										
	Single Yearly	Hourly Wage			N	onthly Co	sts			
Single Adult, 0 children	Cost of Living		Child Care	Food	Health Care	Housing	Trans- portation	Other	Taxes	
Lake Co.	\$28,368	\$13.64	\$0	\$332	\$166	\$591	\$698	\$259	\$318	
State of Minnesota	\$30,900	\$14.86	\$0	\$335	\$137	\$759	\$629	\$336	\$379	
Typical Family: 2 Adults (1	Family Yearly	Hourly Wage	Monthly Costs							
working full-time, 1 part-	Cost of Living		Child Care	Food	Health	Housing	Trans-	Other	Taxes	
time), 1 child	Cost of Living	Required	Ciliu Care	Food	Care	nousing	portation	Other	Taxes	
Lake Co.	\$48,768	\$15.63	\$225	\$761	\$659	\$779	\$811	\$432	\$397	
State of Minnesota	\$55,548	\$17.80	\$511	\$764	\$484	\$986	\$729	\$537	\$618	

Lake Co. had a lower median house value than the state, having the 30th highest value of the 87 counties in 2018. Lake Co.'s housing stock was older than the state's, with a lower percentage of units built since 2000 (see Figure 12).

Lake C	Minnesota	
Total	Percent	Percent
4,193	100.0%	100.0%
131	3.1%	5.7%
797	19.0%	9.4%
756	18.0%	15.2%
763	18.2%	19.8%
867	20.7%	25.7%
503	12.0%	17.6%
376	9.0%	6.6%
\$170,4	100	\$199,700
	Total 4,193 131 797 756 763 867 503 376 \$170,4	4,193 100.0% 131 3.1% 797 19.0% 756 18.0% 763 18.2% 867 20.7% 503 12.0%

Source: 2014-2018 American Community Survey, 5-Year Estimates

30% 0% 10% 20% Lake Co. Minnesota 2010 or later 2.8% 14.3% 2000 to 2009 14.6% 1980 to 1999 26.5% 20.8% 1960 to 1979 24.8% 24.4% 1940 to 1959 17.5% 1939 or earlier 16.6%

Figure 13. Housing Costs as a

Percentage of Income, 2018

19.3%

Figure 12. Year Structure Built, 2018

Median monthly owner costs, owner-occupied units with a mortgage state \$1,547

Percentage of households with a mortgage spending 30% or more of their income on housing costs

Median monthly rent costs \$653

Percentage of renters spending 30% or more of their household income on rent

state | 45.9%

Less than 20% 25.0% to 29.9%

12.89

20% to 24.9% 30.0% to 34.9%

40.6%

mortgage

39.4%

■ 35% or more

5.6%

Source: 2014-2018 American Community Survey, 5-Year Estimates

OCCUPATIONS

At \$19.03 in 2020, wages were lower in Region 3 than the state. Overall, Region 3 had the 6th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$41.52) and lowest for food preparation and serving related jobs (\$11.95) (see Table 11).

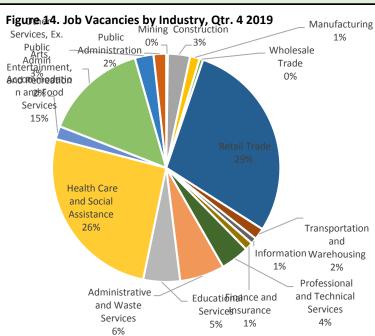
Table 11. Occupational Employment Statistics, 2020								
	Region 3				Stat	te of Minnes	sota	
Occupational Group	Median Hourly Wage	Estimated Regional Jobs	Share of Total Jobs	Regional Location Quotient	Median Hourly Wage	State-wide Jobs	Share of Total Jobs	
Total, All Occupations	\$19.03	144,320	100.0%	1.0	\$21.49	2,880,650	100.0%	
Management	\$41.52	6,680	4.6%	0.8	\$24.38	165,310	5.7%	
Business & Financial Operations	\$29.24	5,190	3.6%	0.6	\$12.43	244,300	8.5%	
Computer & Mathematical	\$33.91	1,910	1.3%	0.4	\$17.72	4,060	0.1%	
Architecture & Engineering	\$35.05	2,310	1.6%	0.8	\$20.03	363,800	12.6%	
Life, Physical & Social Science	\$31.36	1,510	1.0%	1.1	\$24.31	100,060	3.5%	
Community & Social Service	\$21.01	4,970	3.4%	1.7	\$13.65	70,290	2.4%	
Legal	\$34.59	500	0.3%	0.5	\$18.06	216,890	7.5%	
Education, Training & Library	\$24.48	8,160	5.7%	1.0	\$38.00	55,520	1.9%	
Arts, Design, Entertainment & Media	\$18.49	1,500	1.0%	0.8	\$28.97	104,900	3.6%	
Healthcare Practitioners & Technical	\$31.08	11,950	8.3%	1.3	\$37.35	20,050	0.7%	
Healthcare Support	\$14.26	11,020	7.6%	1.3	\$24.52	38,540	1.3%	
Protective Service	\$24.96	3,080	2.1%	1.4	\$15.37	277,000	9.6%	
Food Preparation & Serving Related	\$11.95	15,270	10.6%	1.2	\$23.34	57,200	2.0%	
Building, Grounds Cleaning & Maint.	\$14.63	5,260	3.6%	1.3	\$15.23	83,860	2.9%	
Personal Care & Service	\$14.42	3,520	2.4%	1.0	\$36.07	190,800	6.6%	
Sales & Related	\$12.77	13,640	9.5%	1.0	\$42.71	97,960	3.4%	
Office & Administrative Support	\$18.02	17,750	12.3%	1.0	\$52.70	170,650	5.9%	
Farming, Fishing & Forestry	\$21.55	320	0.2%	1.6	\$19.03	212,650	7.4%	
Construction & Extraction	\$28.03	7,180	5.0%	1.4	\$22.45	45,030	1.6%	
Installation, Maintenance & Repair	\$25.29	6,500	4.5%	1.3	\$14.81	163,160	5.7%	
Production	\$20.37	7,250	5.0%	0.7	\$33.87	171,550	6.0%	
Transportation & Material Moving	\$17.27	8,840	6.1%	0.8	\$34.35	27,070	0.9%	

Source: DEED Occupational Employment Statistics, Qtr. 1 2020

JOB VACANCY SURVEY

Lake Co. is a part of Region 3, which includes Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and St. Louis County. There were 8275 job vacancies posted by employers in the 4th Quarter of 2019, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Region 3 Job Vacancy Survey Results, Qtr. 4 2019							
	Number of						
Occupational Group	Vacancies	Wage Offer					
Total, All Occupations	8,275	\$14.13					
Management	136						
Business & Financial Operations	75	\$19.74					
Computer & Mathematical	153						
Architecture & Engineering	151	,					
Life, Physical & Social Sciences	23						
Community & Social Service	303	-					
Education, Training & Library	#N/A						
Healthcare Practitioners & Technical	297	•					
Healthcare Support	74	7					
Protective Service	1,225						
Food Preparation & Serving Related	347						
Building, Grounds Cleaning & Maint.	59	,					
Personal Care & Service	1,069						
Sales & Related	513						
Office & Administrative Support	618	•					
Construction & Extraction	1,383						
Installation, Maintenance & Repair	716						
Production	255						
Transportation & Material Moving	60	\$18.96					



Source: DEED Job Vacancy Survey, Qtr. 4 2019

OCCUPATIONS IN DEMAND

Table 13. Northeast Occupations in Demand, 2019							
Less than High School	High School or Equivalent	Some College or Assoc. Deg.	Bachelor's Degree or Higher				
Personal Care Aides	Social & Human Service Assistants	Registered Nurses	Elementary School Teachers				
\$25,495	\$32,364	\$66,241	\$72,950				
Maids & Housekeeping Cleaners	Heavy & Tractor-Trailer Truck Drivers	Nursing Assistants	Accountants & Auditors				
\$25,900	\$46,169	\$32,440	\$61,769				
Retail Salespersons	First-Line Supervisors of Food Prep & Serving Workers	Licensed Practical & Licensed Vocational Nurses	Secondary School Teachers				
\$24,658	\$30,914	\$44,618	\$54,646				
Combined Food Preparation & Serving	First-Line Supervisors of Retail Sales Workers	Machinists	Nurse Practitioners				
\$24,025	\$37,595	\$47,677	\$117,938				
Cashiers	Office Clerks, General	Hairdressers, Hairstylists, & Cosmetologists	Medical & Health Services Managers				
\$23,403	\$34,962	\$27,537	\$92,744				
Cooks, Restaurant	Teacher Assistants	Automotive Service Technicians & Mechanics	Market Research Analysts & Marketing Specialists				
\$27,418	\$31,632	\$40,143	\$53,859				
Janitors & Cleaners	Maintenance & Repair Workers, General	Emergency Medical Technicians & Paramedics	Child, Family, & School Social Workers				
\$27,626	\$39,141	\$37,294	\$51,064				
Waiters & Waitresses	Secretaries & Administrative Assistants	Industrial Machinery Mechanics	Family & General Practitioners				
\$21,867	\$37,946	\$60,994	\$211,040				
Stock Clerks & Order Fillers	Pharmacy Technicians	Radiologic Technologists	Internists, General				
\$25,761	\$36,250	\$64,161	NA				
Home Health Aides	Light Truck or Delivery Services Drivers	Electrical & Electronics Engineering Technicians	Physical Therapists				
\$27,598	\$37,135	\$74,742	\$81,243				

Source: DEED Occupations in Demand

Lake Co. is a part of the Northeast planning region, which is projected to see a 1.1% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2016-2026							
North and Diagrams Davies	Estimated Employment 2016	Projected Employ- ment 2026	Percent Change 2016-2026				
Northeast Planning Region Total, All Industries	160,337	162,062	1.1%				
•		•					
Natural Resources & Mining	5,485	5,738	4.6%				
Utilities	1,489	1,440	-3.3%				
Construction	6,380	6,068	-4.9%				
Manufacturing	8,473	7,725	-8.8%				
Wholesale Trade	3,278	2,931	-10.6%				
Retail Trade	17,625	15,875	-9.9%				
Transportation & Warehousing	4,727	4,528	-4.2%				
Information	1,589	1,343	-15.5%				
Finance & Insurance, Real Estate	6,286	6,504	3.5%				
Professional Services & Mgmt. of Compani	5,193	5,765	11.0%				
Administrative & Waste Services	3,602	3,776	4.8%				
Educational Services	12,988	13,044	0.4%				
Health Care & Social Assistance	32,797	36,322	10.7%				
Leisure & Hospitality	18,176	18,774	3.3%				
Other Services, Ex. Public Admin	6,845	7,093	3.6%				
Public Administration	14,724	14,358	-2.5%				

Source: DEED 2016-2026 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2016-2026



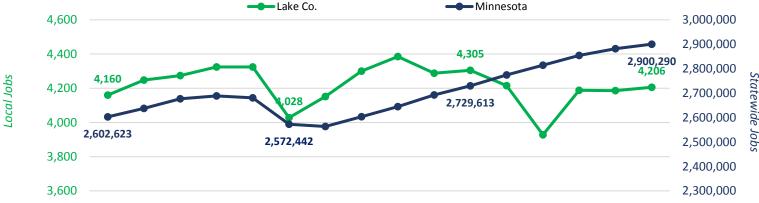
ECONOMIC CHARACTERISTICS

After gaining jobs over the past year, Lake Co. had the 67th largest economy of the 87 counties in the state. Lake Co. was the 39th fastest growing in the past year and the 70th fastest growing since 2014. From 2014 to 2019, employers in Lake Co. cut jobs, but lagged the state's 6.3% growth rate.

332 business establishments \$44,056 annual average wage
4,206 jobs \$185,299,512 total industry payroll

Job change, 2014-2019 -2.3% decline -2.3% decline

Figure 16. Industry Employment Statistics, 2004-2019



2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019

Source: DEED QCEW program

	-	-	
			Average
Table 15. Lake Co. Industry Employment	Number of	Percent of	Annual
Statistics, 2019	Jobs	Total Jobs	Wage
Total, All Industries	4,206	100.0%	\$44,056
Agriculture, Forestry, Fish & Hunt	#N/A	#N/A	#N/A
Mining	#N/A	#N/A	#N/A
Construction	0	0.0%	#DIV/0!
Manufacturing	620	14.7%	\$62,031
Utilities	#N/A	#N/A	#N/A
Wholesale Trade	0	0.0%	#DIV/0!
Retail Trade	368	8.7%	\$28,459
Transportation & Warehousing	0	0.0%	#DIV/0!
Information	12	0.3%	\$45,870
Finance & Insurance	108	2.6%	\$49,383
Real Estate & Rental & Leasing	29	0.7%	\$17,480
Professional & Technical Services	70	1.7%	\$46,503
Management of Companies	#N/A	#N/A	#N/A
Admin. Support & Waste Mgmt. Svcs.	135	3.2%	\$26,206
Educational Services	#N/A	#N/A	#N/A
Health Care & Social Assistance	#N/A	#N/A	#N/A
Arts, Entertainment, & Recreation	101	2.4%	\$19,682
Accommodation & Food Services	688	16.4%	\$18,684
Other Services	227	5.4%	\$24,720
Public Administration	387	9.2%	\$45,878

-50.0% 0.0% 100.0% 50.0% -2.3% #N/A #N/A #N/A 25.0% #N/A #N/A -5.4% 0.0% -20.0% 13.7% 16.0% 70.7% #N/A -0.7% #N/A #N/A 24.7%

Source: DEED Quarterly Census of Employment & Wages (QCEW)

Figure 17. Change in Jobs, 2014-2019

-15.4%

-6.3%

For more information on Lake Co.'s population, labor force, and economic trends, contact:

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92.4%